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MEMORANDUM FOR: Director of Medical Services

FROM: Don I. Wortman
Deputy Director for Administration

SUBJECT: Request for Approval to Release Validation Study
to Wolfe Computer Aptitude Testing Corporation

Charlie:

1. I have had the Classification Review Division (CRD) review the publication [REDACTED] is asking for approval to release in the attached memorandum. CRD has a number of problems with releasing the study per se since it discusses considerable internal data which can be classified as intelligence methods, for example, ODP Career Panel practices, the PATB, correlation/interaction of PATB and the Wolfe Computer Aptitude Test results, and how such things are used in the Agency.

2. In addition to the above, CRD believes that section A9c12.1 of the DDA Classification Guide indicates that the above-mentioned matters should be classified Confidential. In addition, section A9c12.4 would indicate that some of the information might be classified Secret.

3. I would appreciate it if you would take another look into this matter. Perhaps the best course of action would be to prepare the study for external publication in the overt literature, as discussed by [REDACTED] in paragraph 2, rather than to release an Agency publication.

1/s/ Don Wortman
Don I. Wortman

Attachment

Distribution:

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C/ISS [REDACTED] dc (21 Sep 79)

STATINTL

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18 July 1979

MEMORANDUM FOR: Chairman, Publications Review Board

VIA : Donald I. Wortman
Deputy Director for Administration

STATINTL VIA : [REDACTED]
Director of Medical Services

STATINTL VIA : [REDACTED]
C/Psychological Services Staff/OMS

STATINTL FROM : [REDACTED]
C/Research Branch/PSS

SUBJECT : Request for approval to release validation study to
Wolfe Computer Aptitude Testing Corporation

REFERENCE : "The Use of Psychological Tests in the Prediction of
Job Performance for ODP Computer Programmers", OMS/PSS
Study; June, 1978.


1. The study referenced above was initiated in September of 1977 and completed in June 1978. It comprises an extensive look at the validity of the Wolfe Aptitude Assessment Battery for Programming -- a commercially available test used to assist management in the selection of qualified computer programmers.

2. The statistical validity of heavily used commercially available tests should be empirically substantiated. However, for the AABP very little empirical validity data has been published despite growing usage of the test. Originally for our own purposes, we conducted a detailed validation study of the AABP. It has been and still is our intention to prepare this study for external publication in the overt literature. However, workload expansions, time pressure and manpower shortages have thus far prevented the study from being re-written for journal publication. Alternatively, we have reviewed the study as it presently stands and we see no reason why it could not be sent -- without the "Administrative, Internal Use Only" dissemination control on the outside cover -- to the Wolfe Computer Aptitude Testing Corporation, the sole supplier for the AABP test.

3. Advantages to be derived from disclosure of our study include:

- A). Release of valuable data to open sources enabling other organizations to avail themselves of the empirical facts regarding selection of computer programmers via the AABP;
- B). Verification to the public, that CIA actively supports proper validation of employee selection procedures; and
- C). Encouragement to the AABP distributors to improve upon their product, which in the long run could substantially increase our ability to select qualified computer programmers from test results obtained in the field.

4. It is therefore requested that the Publications Review Board approve the release of the attached report on Computer Aptitude Testing Corporation. STATINTL



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